

## **DUE DILIGENCE ACCOUNT FOR GILBARCO VEEDER-ROOT AS – 2023**

### **1 INTRODUCTION**

Gilbarco Veeder-Root AS ("**Gilbarco Norway**") complies<sup>1</sup> with the Act on Corporate Transparency and Work with Fundamental Human Rights and Decent Working Conditions (the Transparency Act). The Transparency Act aims to promote companies' respect for fundamental human rights and decent working conditions and ensure public access to information.

Companies covered by the Transparency Act are obliged to carry out due diligence in line with the OECD Guidelines for Multinational Enterprises in order to identify, prevent, account for and follow up on how the company manages actual and potential negative impacts on fundamental human rights and decent work in its own operations, towards business partners and in the company's supply chain.

We are committed to conducting our business according to socially responsible and ethical principles. We strive to be a responsible buyer and supplier and conduct regular due diligence to uncover any negative impacts on fundamental human rights and decent labour conditions related to our operations, business partners or our supply chain.

This report mainly covers the period 1 January 2023 to 31 December 2023, but also includes changes to our internal guidelines and processes implemented in first half 2024.

### **2 KEY INFORMATION ABOUT THE BUSINESS**

#### **2.1 Name of the Company**

Gilbarco Veeder-Root AS, org. no. 964 350 477.

#### **2.2 Products, Services and Market**

Gilbarco Veeder-Root represents the leading brand of solutions and technologies that provide fuel management systems, convenience, control, and environmental integrity for retail fueling and adjacent markets, including EV charger services. Our company creates the commercial fuel and retail industry's most comprehensive suite of flexible, adaptable, and long-lasting products to solve our customers' business challenges.

Gilbarco Veeder-Root has a significant presence across the globe. Our group of companies has manufacturing, sales, distribution, and service locations in North and South America, Europe, Asia, and the Pacific Rim. We are headquartered in Greensboro, with manufacturing and research and development centers in Germany, Italy, the UK, Denmark, the U.S., India, Argentina, Brazil, China, Australia, and Mexico. With more than 4,000 employees worldwide, Gilbarco Veeder-Root continues to lead the industry with our innovative and reliable solutions.

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<sup>1</sup> Gilbarco Norway is not subject to the Transparency act based on the 2023 public account numbers. However, Gilbarco Norway was subject to the Transparency Act based on the 2021 and 2022 public account numbers and is therefore in 2024 still complying with the Transparency Act due to the two-year rule in the Norwegian accounting act section 1-6.

Gilbarco Veeder-Root is the largest company in the Vontier group, providing mobility to create a better future for our customers and partners.

### **2.3 The Organisation of the Business**

Gilbarco Norway has 30 employees.

Our employees mainly work in the field, scattered around the country and our admin staff is located at our head office in Sofiemyr outside of Oslo, Norway.

Gilbarco Norway's day to day operations is managed by the Operations Manager, in close cooperation with the board of the company.

### **2.4 Responsible for the Due Diligence in Gilbarco Norway and this report**

The Board of Directors has overall responsibility for the due diligence carried out by Gilbarco Norway and for compliance with obligations under the Transparency Act.

Our Operations Manager Norway, Karin Gade-Lundlie, is responsible for the practical implementation and follow-up of the Transparency Act, including due diligence and reporting.

### **2.5 Our Policies and Procedures for Managing Risks related to Human Rights and Decent Work**

Our efforts to act as a responsible business and mitigate negative impacts on fundamental human rights and decent work are an integral part of the business. Management must set a clear tone from the top, responsibility must be placed internally and training must be provided to employees. In addition, we must clearly communicate our expectations to our suppliers and business partners and demand that they act responsibly according to our expectations.

Gilbarco Norway uses a risk matrix as basis for mapping the risks associated with suppliers and business partners. Based on factors such as risks associated with countries, industry-related risks and risks related to the product categories involved, a risk profile is created for each individual supplier or business partner. The risk matrix is updated on an ongoing basis and, based on this, it is continually assessed which issues should be prioritised for further follow-up.

Gilbarco Norway's current standard procedure is to assess the risk profile of potential suppliers and business partners before entering into contracts with them, and on an annual basis thereafter.

Further, we require significant suppliers and business partners to commit to and sign our supplier declaration. The supplier declaration contains a detailed declaration in terms of compliance with applicable laws, in addition to respecting fundamental human rights and promoting decent working conditions.

Among other key policies and procedures are the following documents

- Code of conduct including the compliance reporting mechanism (Whistle Blowing Process), handled by 3. Party and available for employees and public.
- Mandatory training course in Diversity, Equity and Inclusion for employees' onboarding programme
- HSSE policy and internal HSSE programmes

- Human Rights Policy
- Guidance for Suppliers
- 2024 Sustainability Report (by Vontier)

We continuously consider the need to improve, update and develop our policies and procedures.

### **3 IDENTIFIED NEGATIVE CONSEQUENCES**

#### **3.1 General Information**

According to the Transparency Act, the actual negative consequences for fundamental human rights and decent working conditions, as well as the significant risk of such negative consequences, must be reported. When assessing what is considered a significant risk, consideration must be given to how serious the consequences are or will be for those affected, and the likelihood of negative impact.

#### **3.2 Identified Negative Consequences**

Through our mapping, we have not identified any negative consequences or significant risk of such as part of Gilbarco Norway's own operations, or downstream activities.

Further, we have so far not identified any actual negative consequences related to any of our suppliers or business partners. However, we do realize there is a complex global supply chain behind the main products supplied to us by Gilbarco Veeder-Root's German factory. However, Gilbarco Norway does not have insight into or practical influence over the further supply chain behind these products. Gilbarco Norway therefore rely on the due diligence assessments of management at the Salzkotten plant or this part of our value chain.

### **4 MEASURES TO STOP OR LIMIT RISK – GENERAL INFORMATION**

Negative impacts on fundamental human rights and decent working conditions shall be addressed through the implementation of appropriate measures to halt, prevent or mitigate negative impacts based on the priorities and assessments made during the mapping phase.

When assessing which measures to implement, we consider our connection to the negative consequences and our ability to influence them. If we ourselves cause a negative consequence, the activity must be stopped. The same applies as a starting point if we contribute to a negative consequence, but if it is not possible to stop the activity completely, we must try limiting the consequence, taking into account how much influence we are able to exert over the supplier or business partner to which the activity is linked.

Through our supplier declaration, which we request significant suppliers and business partners to commit to and sign, we communicate clear expectations that Gilbarco Norway's suppliers and business partners must act in a responsible manner in respect of fundamental human rights and decent working conditions. If we uncover violations of this or relevant legislation, this will be followed up in dialogue with the supplier / business partner. Failure to co-operate and/or repeated breaches or deviations from our supplier code of conduct and/or national legislation may lead to termination of the agreement a supplier or business partner has with us.

We will also continuously consider the need to conduct audits or other individual reviews of supplier's and business partners to verify that they fulfil our expected standards in terms of fundamental human rights and basic working conditions.

## 5 CONTACT US

For questions about this statement or how we work to respect fundamental human rights and decent working conditions, please contact [apenhetsloven.no@gilbarco.com](mailto:apenhetsloven.no@gilbarco.com)

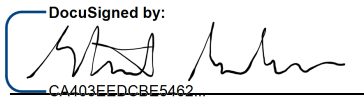
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*[Signature page for report pursuant to the Transparency Act for Gilbarco Veeder-Root AS]*

Sofiemyr, 18.th June 2024

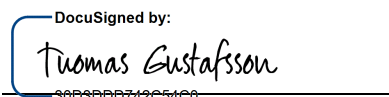
### On behalf of Gilbarco Veeder-Root AS

#### Board of Directors:

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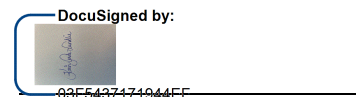
Stuart Linton Graham,  
Chairman of the board

6/18/2024

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Tuomas Johannes Gustafsson,  
board member

6/18/2024

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Karin Gade-Lundlie,  
board member and  
Operations Manager  
Norway

6/18/2024